

Remarks of Karen Maxwell, Jane Soto, and Jaime Maynard
PreKindergarten teachers
CREC – East Hartford International Magnet School

Before the Education Committee
On Senate Bill 24, Section 230
Teacher salaries tied to certification and evaluation

February 21, 2012

Senator Stillman, Representative Fleischmann, and members of the
Education Committee:

As Pre-Kindergarten teaches in East Hartford at The International Magnet
School we'd like to comment on Senate Bill 24.

Teaching is one of the most rewarding and gratifying professions in today's
society. As educators, we take great pride in nurturing young students to
become well rounded and versatile. We take great care to look at the whole
child and not just their academic performance but their social and emotional
well-being. We're committed to our career's integral responsibility to provide
children with learning experiences that will enrich their lives and instill a love
of learning.

The proposed changes to education will not be an effective way to enhance
teacher performance or student achievement. Teaching is not a business and
should not be run as such. Teachers work with human beings and a plethora
of societal conditions that create situations and impact student performance
in ways outside of the educator's control. As such, it is punitive to apply a
business-based commission model to teacher pay. This proposal will create a
high turnover rate and discourage quality educators from entering the
education field. We firmly believe that this proposal will lead to unethical
behaviors and practices from administrators and teachers. Teacher salaries
should not be solely based upon teacher performance, student achievement
and parent and student evaluations. This proposal does not lead to
transparent and open communication with students and families from fear of
negative feedback and parent surveys. It will be very difficult for teachers
to use best practices under the high stress that factors such as the
uncertainty of job security and teacher tenure will create. This bill will
create a very stressful work environment which will have detrimental effects
on the classroom environment and staff morale.

We am passionate about our profession and the impact we have on the lives
we touch daily. We are also passionate about providing children and families

with an equal opportunity to succeed. We strongly believe that both teachers and children need a fair chance and an equal opportunity to be successful, regardless of the affluence or lack thereof in the district in which they teach. We urge you to reject Senate Bill 24.